Ministry of Labour Relations and Workplace Safety

Plan for 2016-17

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Government of Saskatchewan

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Statement from the Minister

The Honourable
Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

I am pleased to present the Ministry of Labour Relations and Workplace Safety Plan for 2016-17.

Government Direction and Budget for 2016-17 invests in people and infrastructure to *Keep Saskatchewan Strong*, and initiates a government wide exercise of transformational change to ensure the sustainability of high quality public services delivered in the most effective and efficient way possible. The initiatives outlined in this Plan speak to this year's budget theme. The Ministry will invest in the citizens of Saskatchewan by fostering a competitive and productive labour environment. The Ministry will encourage healthy, safe and fair workplaces.

We will ensure our labour policies are up-to-date and competitive. We will manage our programs and services efficiently to ensure the best use of public funds.

The Ministry of Labour Relations and Workplace Safety will provide services to workers, their representatives and employers, thereby ensuring Saskatchewan workplaces are safe, productive and fair.

The Ministry will report on progress made toward this Plan in the 2016-17 Annual Report.

Response to Government Direction

The Government of Saskatchewan is committed to building on Saskatchewan's foundational strengths, investing in needed infrastructure and in vital programs and services for the people of our province. The Government has made a simple yet significant commitment – to *Keep Saskatchewan Strong*. This year marks the beginning of a government-wide exercise of transformational change to ensure the sustainability of high quality public services delivered in the most effective, efficient way possible.

This focus will advance Government toward the realization of Saskatchewan's Vision and goals.

Saskatchewan's Vision

"... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Saskatchewan's Vision and goals provide the framework for ministries, agencies and third parties to align their programs and services and meet the needs of Saskatchewan's residents.

All ministries and agencies will report on progress in their 2016-17 annual reports.

Operational Plan

Mandate Statement

The Ministry provides a range of services that encourage, promote and enforce safe work practices and employment standards which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers thereby ensuring healthy, safe and productive workplaces.

Government Goals

Sustaining growth and opportunities for Saskatchewan people
Meeting the challenges of growth
Securing a better quality of life for all Saskatchewan people
Delivering responsive and responsible government

Strategic priority from the Saskatchewan Plan for Growth: encourage healthy, safe and fair workplaces.

Ministry Goal

Reduce provincial total injury rate by 50 per cent by 2020.

Strategy

Expand the targeted intervention strategy to reduce workplace injuries.

Expand evidence-based and sector-specific inspections.

Continue *WorkSafe Saskatchewan* partnership to ensure a focus on injury rate reduction.

Key Actions

- Continue to target employers with higher-than-average injury rates while working with employers that have completed the initiative.
- Increase education and enforcement of standards.
- Continue the modernization of the occupational health and safety mines regulations to reflect leading practices.
- Review and report on WorkSafe Saskatchewan's detailed plan of initiatives and target deadlines.

Performance Measures

Total Injury Rate

Reduce the total provincial injury rate to 6.1 per cent by March 31, 2017.

Ministry Goal

Increase compliance with employment standards.

Strategy

Develop and implement new strategies to ensure compliance and assure a level playing field for all Saskatchewan enterprises.

Key Actions

- Continue to develop education and enforcement tools to increase awareness of rights and responsibilities to ensure compliance with *The Saskatchewan Employment Act* and associated regulations.

- Continue to evaluate sectors where there is a lack of compliance with existing standards and identify reasons.
- Continue to promote the Young Workers Readiness Certificate Course to youth and employers.

Performance Measure

By March 31, 2017:

- Identify the percentage of youth aged 14 and 15 that have taken the new Young Worker Readiness Certificate Course; and
- Identify the percentage of complaints closed within 100 days.

Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priority from the Saskatchewan Plan for Growth: fair and balanced labour environment while sustaining Saskatchewan's economic growth.

Ministry Goal

Maintain Saskatchewan's productive and competitive economy.

Strategy

Promote leading practices in the areas of occupational health and safety, labour relations, employment standards and workers' advocacy.

Key Actions

- Continue to work cooperatively with Federal, Provincial and Territorial counterparts in analyzing and implementing leading practices.
- Continue to evaluate programs and services to ensure leading practices are used in the delivery of services to clients.

Performance Measure

Service standards to be developed and implemented by March 31, 2017.

Strategy

Maintain modern and competitive legislation and regulations.

Key Actions

- Continue to harmonize the Workplace Hazardous Materials Information System regulations.
- Continue to support the activities of the Workers' Compensation Act Committee of Review in its review of *The Workers' Compensation Act, 2013*, the associated regulations and the Workers' Compensation Board policies.
- Continue to evaluate and revise occupational health and safety regulations and policies in conjunction with other jurisdictions.
- Develop a plan to review the Parts of *The Saskatchewan Employment Act* in accordance with the legislation.

Performance Measures

Review at least two regulations in 2016-17 to remove unnecessary barriers to competitiveness and reflect leading practices, including:

- the workplace hazardous materials regulations; and
- the mine safety regulations.

Complete the Workers' Compensation Act Committee of Review's consideration of *The Workers' Compensation Act, 2013* and the associated regulations by June 30, 2016.

Highlights

The Government maintains its desire to support all workers and employers in the achievement of Mission Zero: zero injuries and zero deaths resulting from work. The Ministry of Labour Relations and Workplace Safety will continue to make occupational health and safety a priority.

Budget Highlights

- $222,000 in funding and two full-time equivalents to support the Targeted Intervention Strategy.

In 2016-17, the Ministry will continue to:

- Make occupational health and safety inspections, investigations and education a priority toward achieving zero workplace injuries and deaths. This will be achieved through more targeted and evidenced-based inspections;
- Evaluate and identify mechanisms to improve compliance with employment standards;
- Educate employers, employees and youth on their rights and responsibilities under *The Saskatchewan Employment Act*;
- Assist workers who wish to appeal a decision on their workers' compensation claim;
- Provide conciliation and mediation services where required to assist collective bargaining;
- Establish service standards to better serve citizens;
- Modernize workplace hazardous materials regulations and mines safety regulations to reflect leading practices; and
- Complete the review of *The Workers' Compensation Act, 2013*, the associated regulations and policies.

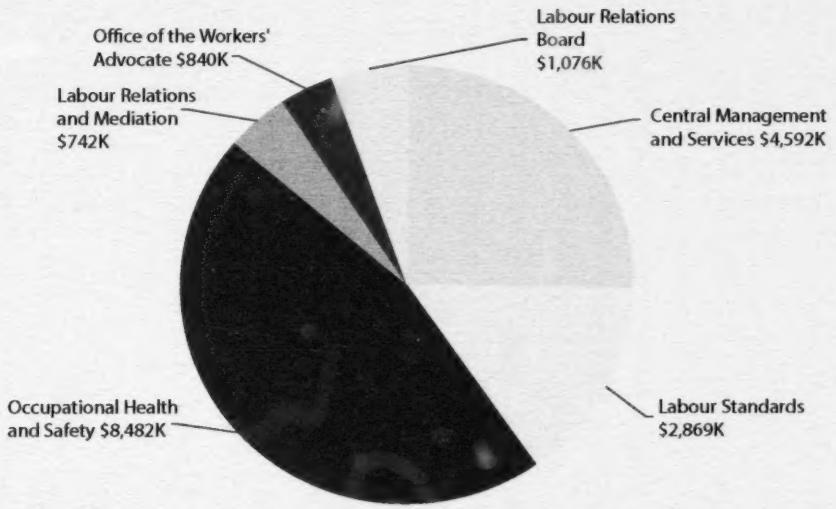
Financial Summary

2016-17 Estimates	(in thousands of dollars)
Central Management and Services	$4,592
Employment Standards	$2,869
Occupational Health and Safety	$8,482
Labour Relations and Mediation	$742
Office of the Workers' Advocate	$840
Labour Relations Board	$1,076
Ministry Operations Appropriation	$18,601
Capital Acquisitions	-
Capital Asset Amortization	$42
Total Expense	$18,643

FTE Staff Complement	154.1

For more information, see the Budget Estimates at: http://www.saskatchewan.ca/budget

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote


Office of the Workers' Advocate $840K
Labour Relations Board $1,076K
Labour Relations and Mediation $742K
Central Management and Services $4,592K
Occupational Health and Safety $8,482K
Labour Standards $2,869K

For More Information

Please visit the Ministry's website at http://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety